

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### EXTRAORDINARY

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#### GOVERNMENT OF GOA

#### Department of Labour

#### Order

No. 28/35/95-LAB

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Hindustan Ciba Geigy Limited, Santa Monica Plant, Corlim, Ilhas, Goa, and their workmen represented by Kamgar Sabha, Thane, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji Goa, constituted under section 7-A of the said Act.

#### SCHEDULE

(1) Whether the demands as mentioned in the Schedule 'A' annexed hereto and served by Kamgar Sabha, Thane, on the management of M/s. Hindustan Ciba Geigy Limited, Santa Monica Plant, Corlim, Ilhas, Goa, are legal and justified?

(2) If not, to what relief the workmen are entitled?

By order and in the name of the Governor of Goa.

F. O. D'Costa, Under Secretary (Labour)

Panaji, 23rd August, 1995.

#### SCHEDULE 'A'

A Set of Demands Submitted on behalf of Workmen of M/s. Hindustan Ciba-Geigy Limited Goa  
And  
Kamgar Sabha, Thane

(Applicable to Monthly Rated Staff)

#### Demand No. (1): Basic Scales of Pay:

(A) Effective from January 1, 1993 the basic scales of pay of workmen should be revised.

And

The revised basic scales of pay should be as under:—

#### Technical Grades:

T-I	Process Technicians, Chemist, Draughtsman Asstt. Analyst, Ecology Technicians, Packing Lines-in-charge.	Rs. 425-40-705-50-1105-60-1705.
T-II	Sr. Process Technician, Sr. Ecology Technician, Analyst I, Chemist I, Sr. packing Lines in-charge, Sr. Draughtsmen.	Rs. 465-50-815-60-1295-70-1995.
T-III	Process Chemist, Analyst II, Chemist II, Sr. Ecology Technician I.	Rs. 475-60-895-70-1455-80-2255.
T-IV	Assistant Foreman, Chargehand, Storekeeper, Estate supervisor, Analyst III Fire & Safety Instructor.	Rs. 495-70-985-80-1625-90-2525.
T-V	Foreman, Security Supervisor, Safety Supervisor, Stores Supervisor, Design Draughtsman, Sr. Chargehand, Sr. Analyst. Sr. Chemist.	Rs. 555-80-1115-90-1835-100-2835.

#### Subordinate and Operative Staff Grades

O-I	Office Boy, Mazdoor (Heavy Manual Labour) Watchman.	Rs. 323-25-495-35-77-45-1225.
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O-II Office Boy I, Mazdoor I, Rs. 331-30-541-40-861-50-1361.  
Packer Assistant Fitter,  
Assistant Electrician,  
Assistant Instrument  
Technician, Assistant  
Plant Technician, Civil  
Assistant, Project  
Assistant, Safety Assistant  
Lab. Attendant Vehicle/  
Crane/Fork-Lift/Tractor  
Driver, Senior Watchman,  
Assistant Ecology  
Technician.

O-III Rigger, Jr. Fire Operator, Rs. 387-35-632-45-992-55-1542.  
Painter, Tailor, Plumber,  
Mason, Carpenter, Senior  
Packer, Jr. Lagger,  
Head Watchman Senior  
Vehicle/Crane/Forklift/  
Tractor Driver, Sr. Lab  
Attendant.

O-IV Sr. Fire Operator, Fitter, Rs. 425-40-705-50-1105-60-1705.  
Welder, Electrician,  
Technician Boiler,  
Attendant Machinist  
Plant Technician,  
Instrument Technician  
Telephone Technician  
Mechanic-cum-Driver,  
Lagger, Engine Operator  
cum-Fitter, Sr. Painter  
Sr. Mason, Sr. Carpenter,  
Sr. Plumber, Sr. Rigger,  
Sr. Tailor, Packing  
Inspector.

O-V Sr. Boiler Attendant, Rs. 465-50-815-60-1295-70-1995.  
Sr. Fitter, Sr. Instrument  
Technician, Sr. Machinist,  
Lead-Burner-cum-Fitter,  
Sr. Electrician Technician  
Sr. Fire Operator I,  
Sr. Plant Technician,  
Sr. Engine Operator-cum-  
Bitter, Sr. Mechanic-cum-  
Driver, Civil Technician  
Sr. Welder Sr. Telephone  
Technician.

O-VI Selection Grade. Rs. 490-50-840-60-1320-70-2020.

*Clerical Grades:*

C-I Clerk, Typist, Clerk Rs. 365-35-610-45-925-55-1310.  
cum-Typist, Assistant  
Male Nurse.

C-II Telephone Operator Rs. 425-40-705-50-1105-60-1705.  
cum-Receptionist,  
Stenographer,  
Intermediate Clerk  
Male Nurse.

C-III Sr. Stenographer, Rs. 465-50-815-60-1295-70-1995.  
Sr. Clerk, Sr. Male  
Nurse Secretary  
cum-Stenographer.

C-IV Selection Grade. Rs. 495-60-915-70-1405-80-1965.

(B) The revised basic scales of pay should be made effective from 1-1-1993.

(C) The basic salary rate of every workman as on 31-12-1992 should be taken for purpose of fixation in above revised basic salary scales. In case the basic salary rate of any workman as on 31-12-1992 was lower than the minimum prescribed hereinabove, the same should be raised to the minimum of the grade effective from 1-1-1993. In case the basic salary rate of any of the workmen was in between the two steps of the salary rate, it should be raised to the next higher step of the grade effective from 1-1-1993.

(D) Any workman reaching the maximum of his grade any time during the currency of the settlement or thereafter should continue to get his annual increment on the same date as today and at the same rate, as the last rate of increment given to him before reaching the maximum of the grade.

*Demand No. (2): Service Increments:*

Effective from January 1993, the Company should give service increment/increments in the revised wages/salaries grades as mentioned hereunder:

For service of one year and more but One service increment on and  
less than 3 years in aggregate as on from 1-1-1993.  
31-12-1992.

For service of 3 years and more but Two service increments on and  
less than 6 years in aggregate as on from 1-1-1993.  
31-12-1992.

For service of 6 years and more but Three service increments on and  
less than 9 years in aggregate as on from 1-1-1993.  
31-12-1992.

For service of 9 years and more but Four service increments on and  
less than 12 years in aggregate as on from 1-1-1993.  
31-12-1992.

For service of 12 years and more but Five service increments on and  
less than 15 years in aggregate as on from 1-1-1993.  
31-12-1992.

For service of 15 years and more as Six service increments on and  
on 31-12-1992. from 1-1-1993.

*Demand No. (3): Fixed Dearness Allowance:*

Effective from January 1, 1993 the Company should give Fixed Dearness Allowance on the following basis:-

Basic Salary Slab	Fixed Dearness Allowance		
	Year 1-1-93	Year 1-1-94	Year 1-1-95
Upto Rs. 300	535	685	835
301 to 550	555	705	855
551 to 800	585	735	885
801 to 1050	625	775	925
1051 to 1300	665	815	965
1301 to 1550	715	865	1015
1551 to 1800	785	935	1085
1801 and above	855	1005	1155

*Demand No. (4): Variable Dearness Allowance:*

Effective from January 1, 1993 the existing scheme of variable dearness allowance should be revised.

The variable dearness allowance in addition to fixed dearness allowance that should be paid to every permanent workman, should be Rs. 2300/- per month as variable dearness allowance due to merger of 700 points over 100).

Basic Salary Slab	Rate per point over 1200 points
Upto Rs. 500	Rs. 3.50
Rs. 501 to 650	Rs. 3.75
Rs. 651 to 800	Rs. 4.00
Rs. 801 to 1050	Rs. 4.25
Rs. 1051 to 1300	Rs. 4.50
Rs. 1301 to 1550	Rs. 4.75
Rs. 1551 to 1800	Rs. 5.00
Rs. 1801 and above	Rs. 5.25

**Demand No. (5): Provident Fund:**

Effective from January 1, 1993 both the company's and the employees contribution to the Provident Fund should be 12.5% of the total salaries.

**Demand No. (6): Allowances:**

The company should pay to every permanent workmen effective from January 1, 1993 following allowances.

And

The same should be paid alongwith monthly salaries unless otherwise specified.

**(A) Acting Allowances:**

Any permanent workman if required to work in any higher post or position he should be paid Acting Allowance equivalent to 35% (thirty-five percent) of his own wages/salaries for such day/days he is required officiate, subject to minimum acting of 4 (four) days.

**(B) City Conveyance Allowance:**

The company should pay to every workmen Rs. 175/- (Rupees one hundred seventy-five only) per month as City conveyance Allowance.

**(C) Education Allowance:**

The Company should pay to every workmen Education Allowance of Rs. 200/- (Rupees two hundred only) per month.

And

The Company should give annual assistance of Rs. 4000/- in the month of May of every year to meet the expenses incurred at the start of the schools/colleges academic year.

**(D) Hill Station Allowance:**

Effective from the year 1993, every workmen should be given Hill Station Allowance of Rs. 600/- (Rupees six hundred only) per annum and the same should be paid alongwith leave travel allowance and Holiday Home Hire Allowance.

And

The same should be allowed accumulation for two years.

**(E) House Rent Allowance:**

The company should pay to every workmen either Rs. 250/- (Rupees two hundred fifty only) per month or 30% of his total monthly wages/salaries, whichever is higher, towards reimbursement of House Rent Allowance.

**(F) Leave Travel Allowance:**

- The company should give to every workman with effect from the year 1993, Leave Travel Allowance of Rs. 5000/- (Rupees five thousand only) per year.
- Leave Travel Allowance should be paid to every workman as reimbursement towards travelling expenses.
- Leave Travel Allowance should be paid once in a year only to such of the workmen who proceed on privilege leave of at least 5 days.

(iv) Leave Travel Allowance should be allowed accumulation for two years.

(v) Leave Travel Allowance should be given 10 days before employee proceeding on privilege leave.

**(G) Holiday Home Hire Allowance :**

Effective from the year 1993, every workman should be given Rs. 600/- (Rupees six hundred only) every year towards Holiday Home Hire Allowance and should be paid along with hill station and leave travel allowance.

And

The same should be allowed accumulation for two years.

**(H) Lunch Allowance :**

Any workman who is required to go out on the Company's work and cannot return during the normal lunch time, should be paid Rs. 25/- (Rupees twenty five only) for that day as Lunch Allowance.

**(I) Newspaper Purchase Allowance :**

Every workman should be given Newspaper Purchase Allowance of Rs. 100/- (Rupees one hundred only) per month.

**(J) Social Security allowance :**

Every workman should be given Social Security Allowance of Rs. 100/- (Rupees one hundred only) per month.

**(K) Petrol Allowance :**

The Company should pay to every workman having scooter/Moped, petrol allowance of Rs 650/- (Rupees six hundred fifty only) per month effective from January 1, 1993.

**(L) Entertainment Allowance :**

The Company should give to every workman entertainment Allowance on the following basis:

Basic Salary	Entertainment Allowance
Upto Rs. 500	Rs. 300/- per month
Rs. 501 to 800	Rs. 400/- "
Rs. 1101 to 1400	Rs. 600/- "
Rs. 1401 to 1700	Rs. 700/- "
Rs. 1701 and above.	Rs. 800/- "

**(M) House Maintenance Allowance :**

The Company should pay an amount of Rs. 7000/- (Rupees seven thousand only) or an amount equivalent to two thirds total salary of a workman computed on basis of Basic Salary, Dearness Allowance, fixed Dearness Allowance and H. R. A. for the month of April, every year and whichever is higher subject to maximum amount of House Maintenance of Rs. 7000/- which should be paid to workman with services of 5 years and more as on December 31, 1992 or on 31st December of any year hereafter.

**(N) Monsoon allowance :**

The Company should pay to every workman Rs. 1000/- per annum to be paid in the month of June every year for purchase of monsoon shoes, gumboots, raincoat, umbrella etc. for himself and his family.

**(O) Shift Working allowance :**

Any employee who is required to work in General/First Shift should be paid 10% of basic + D. A. + HRA per shift. for Second shift 15% of Basic + D. A. + HRA per shift and 20% of Basic + D. A. + HRA per shift for Third shift working.

**(P) Washing Allowance :**

The Company should pay to every workman washing allowance of Rs. 100/- (Rupees one hundred only) per month.

**(Q) Weekly Off/Paid Holiday Working allowance :**

For working on a weekly off day or on a paid holiday, the Company should pay weekly off/paid holidays working allowance on the following basis:

For weekly off 3 days wages/salaries if no substitute off is given day working. or 2 days wages/salaries if substitute off is given.

For paid Holiday 3 days additional salaries for monthly rated staff working. and 3.5 days wages for daily rated workman.

**(R) Picnic Allowance :**

Effective from January 1, 1993 the Company should pay to every workman Picnic Allowance of Rs. 1500/- (Rupees one thousand five hundred only) per annum.

**(S) Milk allowance :**

The Company should pay to every workman Rs. 10/- per day of work as Milk Allowance.

**(T) Factory Allowance :**

The Company should pay all permanent workman working in the factory, Factory Allowance of Rs. 200/- (Rupees two hundred only) per month.

**(U) Special allowance :**

The Company should pay to workman who cannot go to the canteen for Lunch/Dinner/Breakfast on account of the nature of their duties a Special Allowance of Rs. 200/- (Rupees two hundred only).

**Demand No. (7) : Outstation allowance :**

Effective from January 1, 1993 the Company should pay Outstation Allowance on the following basis:

**Arrangements****Benefits**

Where no arrangements for boarding and lodging are made by the Company

Annual expenses of lodging and boarding plus reimbursement of actual conveyance expenses incurred on official duty.

Where arrangement for boarding and lodging are made by the Company

Rs. 150/- per day to cover out of pocket expenses plus reimbursement of actual local conveyance expenses incurred on official work.

and

The Company should provide workman who are required to travel out of Goa, Air Ticket/First Class A. C. travel.

and further

The outstation allowance should be paid to a workman even if he is not required to stay overnight.

**Demand No. (8) : Staggering allowance :**

Effective from January 1, 1993 the Staggering allowance paid to the workman as on today, should be merged in their basic salary.

**Demand No. (9) : Bonus :**

The Company should pay Bonus to every workman for the year 1993, 1994 and 1995 at the rate of 20% of the gross salary without any ceiling.

**Demand No. (10) : Productivity Linked Bonus :**

The Company should pay effective from the year 1993 to every permanent workman productivity linked Bonus at the rate of 20% of the gross salary.

**Demand No. (11) : Christmas/Ganesh Chaturthi/ID-UL-FITR - Festivities allowance :**

The Company should to every workman Christmas/Ganesh Chaturthi/ID-UL-Fitr Festivities Allowance of Rs. 1000/- (Rupees one thousand only) to be paid ten days before Christmas/Ganesh Chaturthi/ID-UL-Fitr Festival.

**Demand No. (12) : Funeral Expenses :**

The Company should give to every workman Funeral expenses of Rs. 1000/- (Rupees one thousand only) incurred by him at the time of death of his parents/his wife/husband/child.

**Demand No. (13) : Tubectomy/Vasectomy Allowance:**

In case any female/male should get herself/himself operated for Tubectomy/Vasectomy after birth of First/second Child, she/he should be given one month's additional salary and 15 days special leave.

**Demand No. (14) : Gratuity :**

The present gratuity scheme for the workman should be revised and the revised scheme shall be as follows:

- |   |  |
|---|--|
| (A) In case of death or permanent disability (mental or physical or both)   | Three months total wages/salaries per each year of service or part thereof in excess of six months.                      |
| (B) In case of retirement from the Company on attaining age of superannuation, resignation or termination from the Company after 15 years of service. | Forty-five days total salaries/wages for each year of completed year of service or part thereof in excess of six months. |

(C) In all other eventualities, the gratuity should be paid as per the provisions of the Payment of Gratuity Act, 1972 (Central Act 39 of 1972).

(D) Gratuity should be calculated and paid on total wages/salaries drawn by the workman on the eve of his separation from the Company.

(E) For purposes of calculating and paying gratuity following formula should be adopted by the Company in all eventualities:

$\frac{\text{Wages/Salaries for 30 days}}{22} = \text{Wages/salaries of one day for purpose of calculating and paying gratuity.}$

(F) Maximum gratuity payable shall be thirty months full wages/salaries.

**Demand No. (15) : Long Service Award :**

Effective from January 1, 1993, the existing scheme of giving Long Service Award should be revised as hereinafter:

- |   |                                    |
|---|------------------------------------|
| On completion of 10 years of service with the Company | 100 gms. of Silver plus Rs. 1000/- |
| On completion of 15 years of service with the Company | 200 gms. of Silver plus Rs. 2000/- |
| On completion of 20 years of service with the Company | 300 gms. of Silver plus Rs. 3000/- |
| On completion of 25 years of service with the Company | 500 gms. of Silver plus Rs. 5000/- |

**Demand No. (16) : Superannuation Scheme :**

Effective from the year 1993, the Company should incorporate Life Insurance Corporation Superannuation Scheme by depositing two total salaries per workman every year to the Superannuation Scheme.

**Demand No. (17) : Insurance :**

Effective from the year 1993, the Company should cover every workman in the Group Insurance Scheme for Rs 5/- lakhs.

**Demand No. (18) : Attendance Bonus :**

Any workman attending the work on all working days in a month should be eligible to received from the Company alongwith his monthly wages/salaries three days wages/salaries. Days on which the workman is on privilege leave and/or casual leave of one day duly sanctioned should be treated as days of attendance for payment of attendance bonus.

However, in case a workman remains absent on account of casual leave of more than three days and/or sick leave in any month including sickness benefit under the E. S. I. Scheme, he should not be eligible to receive from the Company attendance bonus for that month. In case the workman has earned attendance bonus for first eleven or twelve months in any year the additional attendance bonus should be paid on following basis:

For earning attendance bonus for 12 months ... Premium of 11 days.

For earning attendance bonus for 11 months ... Premium of 9 days.

The premium should be paid over and above normal attendance bonus.

and

The same should be paid to him alongwith monthly wages/salaries of January of following.

**Demand No. (19) : Relief in Case of Death and Disability :**

In case any workman dies during the course of his employment while at work or otherwise except in case when death is on account of habitual drinking or in case any workman becomes physically or mentally incapacitated for any reason/reasons except on account of excessive drinks during the course of his employment, and cannot therefore continue himself in employment, his legal heir/heirs shall, in addition to all legal dues, be entitled to receive from the Company and the workmen of the Plant to which the deceased or disabled belongs each a day's total wages/salaries.

and

Everyone of the workmen of the Plant on the muster roll of the Company shall be required to contribute at above rate.

and further

Both the Company's and workmen's contributions should be deposited in the office of the Sabha for disbursement to the legal heir/heirs in such manners as the Sabha considers it appropriate.

and further

That in case of death there should be no stoppage of work in any manner by any workman/workmen on account of demise of any workman. However, all workmen of the Company including managerial and technical staff should observe two minutes silence at the place of work before the closing hours.

**Demand No. (20) : Medical Benefits :**

The Company should pay effective from January 1, 1993 to every permanent workman for himself and his family members for Domiciliary treatment on production of necessary bills upto Rs. 5000/- (Rupees five thousand only) per annum.

**Demand No. (21) : Hospitalisation allowance :**

- (i) During the course of employments if any workman or his family member if hospitalised, the Company should directly reimburse hospital expenses to the maximum amount of Rs. 30,000/- (Rupees thirty thousand only) provided such a workman has put in service of atleast three years and more as on December 31, 1992 or on December 31 of any subsequent year. However, under special and extraordinary circumstances the condition regarding three years of service may be waived in concurrence with the Sabha.

and

The total reimbursement of hospitalisation expenses during full service of any workman should be to the extent of Rs. one lakh only.

- (ii) The family referred to under (i) hereinabove should mean and include spouse, dependent children and dependent parents and no other person.
- (iii) The reimbursement of expenses referred to under (i) should be for surgery, hospital charges and expenses for other treatment during period of hospitalisation.

**Demand No. (22) : Canteen :**

The Company should provide to every permanent workman working in all shifts tea, coffee, free snacks and milk/juice should be provided twice in a shift.

**Demand No. (23) : Vehicle and Furniture Loan :**

Effective from the year 1993 Company should increase the quantum of loan for purchase of vehicle and furniture to Rs. 20,000/- (Rupees twenty thousand only). The other terms and condition for the loan should remain the same.

**Demand No. (24) : Housing Loan :**

Effective from the year 1993, the Company should give to permanent workmen Housing Loan upto Rs. 3 lakhs (Rupees Three lakhs only) or 100 month total salary, whichever is higher, at 4% interest to be deducted in the monthly instalments for purchase of flat and house repairs.

**Demand No. (25) : Car Loan :**

Effective from the year 1993, the Company should give to every permanent workman who has put in service of 5 years and more Car Loan of Rs. one lakh at 4% interest and to be deducted in 120 equal monthly instalments.

**Demand No. (26) : Leave :**

The following provisions for leave shall become effective from the calendar year 1993.

**(A) Accident Leave :**

If any employee meets with an accident during courses of his employment and while in employment he shall be given accident leave on full wages/salaries for a maximum period of six months. However, such a workman if already covered or subsequently covered under E. S. I. Scheme shall be entitled to get benefits of accident leave on full wages/salaries minus whatever is payable by the E. S. I. to the workmen.

**(B) Casual Leave :**

Every workman should be given 15 days casual leave in a year with a right to encash full or balance of the leave at the end of the year. However, in case anyone of the workmen does not avail of anyone day's casual leave in a year, such a workman should be eligible to receive premium of ten days additional wages/salaries over and above payment for unused full casual leave.

(C) *Sick Leave :*

- (i) Every workman covered under the Employees State Insurance Scheme should be given 15 days (fifteen days) sick leave on full wages/salaries per each year with a right to encash either full or balance of it at the end of the year.
- (ii) Every workman covered under the Employees State Insurance Scheme or who shall not be covered under the said Scheme hereafter should be given 21 (Twenty one) days sick leave with a right to encash either full or balance of sick leave at the end of the year and sick leave should be allowed accumulation for 90 days.

(D) *Privilege Leave :*

The Company should give to every permanent workman who has completed eleven months of service 35 days privilege leave per year of service with a right to accumulate the same for a period of 180 days.

and

The workman should be allowed to encash leave to the extent of 75% of leave standing to his credit provided he proceeds on minimum 5 days privilege leave at the time of encashment.

and

All public holidays, weekly offs should be excluded from privilege leave.

and further

The workmen should be allowed to take privilege leave four times in a year.

*Paternity Leave :*

Every workman should be given paternity leave of five days on full wages/salaries in his service at the time of his wife's delivery provided that he takes the same within fifteen days of the child's birth and provided further that he does not have more than two children.

(F) *Special Leave for Unforeseen Circumstances :*

Every workman should be given five days special leave on full wages/salaries on occasion of a death of his father, mother or wife/husband or a child twice during his service.

(G) *Honeymoon Leave :*

Every workman should be given once in his service honeymoon leave of six days on full day pay at the time of his first legal marriage.

*Demand No. (27) : Paid Holidays :*

The workmen should be given 18 paid holidays in a year.

and

The holidays should be fixed by the Company in consultation with the local committee members.

*Demand No. (28)*

The Company should recognise/extend bus service in all shifts to the workmen as stated hereinbelow:

Mapusa to Colvale  
Panaji to Miramar  
Ciba to Carambolim  
Dongri Cortalim Vasco

Ciba to Margao, Borda, Housing Board, Aquem  
Ciba to Marcella Kumbharjuc  
Ciba to Britona-  
Ciba to Saligao

*Demand No. (29) : Marriage Gift :*

A workman with service of 5 years and more in the Company as on December 31, 1992 or on December 31, of any subsequent year should be eligible to receive from the Company a gift of Rs. 7000/- (Rupees seven thousand only) at the time of his own marriage or marriage of his son/daughter.

and

The said cash gift should be given only twice in the Company's service.

*Demand No. (30) : Over Time :*

Any workman required to work on paid holidays should be paid overtime at the rate of two times the wages and compensatory off.

Any workman required to work for a fully day on a paid holiday which falls on his first weekly off as per his duty Roaster should be paid double the wages for the hours worked plus additional wages for 16 hours being a paid holiday for the Company, in all 32 hours wages/salaries should be paid.

*Demand No. (31) : Promotion Policy and Upgradation :*

The Company should follow the policy of internal promotion upgradation on basis of seniority-cum-merits in consultation with the Sabha as and when vacancies are caused or new vacancies are created.

*Demand No. (32) : Working Hours :*

The working hours of permanent workmen should be revised as given hereinbelow:

1st Shift at 8.00 hours to 16.00 hours. Bus arrival at 7.50. Bus departure at 16.05 hours.

II Shift 16.00 hours to 00.00 hours, Bus arrival at 15.50 hours. Bus departure at 00.05 hours.

III Shift 0.00 hours to 8.00 hours. Bus arrival at 23.50 hours. Bus departure at 08.05 hours.

General Shift 9.00 hours to 17.00 hours. Bus arrival at 8.50 hours. Bus departure at 17.05 hours.

The above Shift timings include break for lunch/dinner/breakfast/two sessions of Tea/Rest Interval and time for washing.

and

The working hours of all permanent workmen should be reduced to forty hours per week.

and further

All permanent workmen should be given two days off in a week.